

**REGULAR MEETING
LABOR, EDUCATION AND TRAINING COMMITTEE
APRIL 26, 2007 – 3:45 P.M.
TRIBAL OFFICE BOARDROOM**

1. Call to Order and Roll Call: CHAIRPERSON Regina Washinawatok called the meeting to order at 3:55 p.m. Roll Call was taken with a quorum present. Members present: Gary Besaw, Dr. Verna Fowler, Mike Skenadore, Robert Tucker, Carol Dodge, and Anthony Waupochick. Members absent: Virginia Nuske, Wendell Waukau and Rose Wayka.

2. Moment of Silence: A moment of silence was observed.

3. Approval of Minutes: January 25, 2007

Motion made by Dr. Verna Fowler to approve the minutes dated January 25, 2007. Second was by Michael Skenadore. All those in favor of the motion signify by saying aye. Motion carried: 4 for, 0 opposed, 2 abstention (Waupochick and Besaw) and 3 absent (Nuske, Waukau and Wayka).

4. Committee Discussion – A) Election of Officers, B) Review Committee By-laws and C) Set Priorities.

Dr. Verna Fowler nominated Virginia Nuske. Gary Besaw seconded the nomination.

Motion made by Dr. Verna Fowler to nominate Virginia Nuske for Vice-Chairman. Second was by Gary Besaw. All those in favor of the motion signify by saying aye. Motion carried: 6 for, 0 opposed, 0 abstentions and 3 absent (Nuske, Waukau and Wayka).

Motion made by Michael Skenadore to close nominations for Vice-Chairman. Second was by Carol Dodge. All those in favor of the motion signify by saying aye. Motion carried: 6 for, 0 opposed, 0 abstentions and 3 absent (Nuske, Waukau and Wayka).

Gary Besaw nominated Anthony Waupochick. Dr. Verna Fowler seconded the nomination.

Motion made by Gary Besaw to nominate Anthony Waupochick for Secretary. Second was by Dr. Verna Fowler. All those in favor of the motion signify by saying aye. Motion carried: 6 for, 0 opposed, 0 abstentions and 3 absent (Nuske, Waukau and Wayka).

Motion made by Carol Dodge to close nominations for Secretary. Second was by Michael Skenadore. All those in favor of the motion signify by saying aye. Motion carried: 6 for, 0 opposed, 0 abstentions and 3 absent (Nuske, Waukau and Wayka).

B) Review Committee By-laws:

Ordinance 95-04 is in the process of being amended. Within this amendment, it should address which departments will answer to this committee, if monthly reports along with narratives will be provided and the wording for the By-laws should be updated so that all the standing committees are in uniform.

Motion made by Michael Skenadore to table this item until clarification on Article 4, Section 4 and Article 6, Section 6 is received. Second was by Dr. Verna Fowler. All those in favor of the motion signify by saying aye. Motion carried: 6 for, 0 opposed, 0 abstentions and 3 absent (Nuske, Waukau and Wayka).

C) Set Priorities:

The Committee requested the educational portion of the strategic planning draft to begin setting priorities.

Anthony Waupochick would like to see the committee set goals so that at the end of the year, the committee can see what we have accomplished.

Last year, the College of Menominee Nation held an educational summit. This should be an on-going event and all grade levels should be involved.

The Committee should recognize the students and the educators in the community.

Wilmer Peters has a few financial educational programs at the Business Center that the Committee should be aware of.

The Committee could review what the Library has to offer and see what the Committee can do to assist with the goals that have already been set up.

The Committee could ask what programs are available in the CRC building and find out what resources are actually there.

The Committee would like to spend the year planning and developing a comprehensive cradle to life long learning plan. The educational plan should start with expectant mothers and continue thru to the elders. The Committee will invite Brenda Tomow-Strategic Planning Director to the next meeting for updates.

The Historic Preservation Department will also be invited to attend the next committee meeting to find out what they are doing about cultural education in our community.

Michael Skenadore suggested another goal for the committee would be to coordinate and publicize all the educational resources already available in our community.

Dr Verna Fowler would like to see a whole tribal educational system. This would be under the auspices of the tribe. It would show how our tribe addresses the educational needs of each of our tribal members at each stage of their lives. It would ultimately become the vision of the Tribe.

Prior to the next meeting, the committee will review the minutes and prioritize what direction the committee will undertake. Also, a copy of the governmental plan will be included.

5. Bomb Scare Ordinance:

Due to the recent school shootings, it was noted for the record that the Tribe has adopted the State Juvenile Code and there are criminal codes that the Tribe can use if the person (s) are older. The Tribal Police along with the Menominee County Police Departments are working with the different schools to make them safer along with lock down plans for emergency situation.

The Committee will ask William Kussel to attend the next meeting. Mr. Kussel will need to inform the committee what the Tribe is doing to insure the safety of our students. The College of Menominee Nation is reviewing their safety plan with assistance from Fox Valley Technical College.

An email was received from Mr. William Kussel-Director of Legal Services requesting that this item be tabled until the next meeting.

Motion made by Dr. Verna Fowler to table this item until the next meeting. Second was by Carol Dodge. All those in favor of the motion signify by saying aye. Motion carried: 6 for, 0 opposed, 0 abstentions and 3 absent (Nuske, Waukau and Wayka).

6. Daughters of the American Revolution request:

Michael Skenadore informed the Committee that the Daughters of the American Revolution donated \$100.00 to the Head Start Program and this money will be used to support the Promotion Ceremonies. Mr. Skenadore informed the Committee that this should be an annual donation.

7. Strategic Planning Draft-Educational portion:

Regina Washinawatok had a conversation with Brenda Tomow-Strategic Planning Director to find out what stage the Draft was. Brenda informed her that the document is almost ready to go the Legislature for approval.

The Committee would like to review the educational portion of the draft again and how the scope of the draft would coincide with the goals that the committee has just suggested.

It was noted that the acronym SWOT stands for Strength, Weaknesses, Opportunities and Threats. They use this model when there is talk of profit and loss in the business world. The library is listed under Threats in every column. This question will be answered at the next meeting.

Brenda Tomow will be invited to the next meeting to review and discuss the educational portion of the draft.

8. Review Monthly Reports:

Michael Skenadore-Head start: The Head start received a Certificate stating that the program is in full compliance with the Head Start Performance Standards. This is the first time that the Head Start has received one. The Committee commended Mr. Skenadore on his efforts and wanted to know what measures have been put in place to avoid non-compliance in the future.

Mr. Skenadore informed the Committee that the Program have implemented a checks and balance system that will monitor various parts of the program at different times of the year; the Parent Policy Council are now comfortable enough to ask specific questions and the Tribal Legislature are aware that there is a fiduciary and legal responsibility as they are the governing body.

The newly elected Legislators will be given an annual training session in April of each year on the Head Start Performance standards, the State Licensing Standards that the program must comply with along with the planning documents about the program.

The Committee discussed the need for trained babysitters in the community and the liability issue if the Tribe keeps a list of people that would be willing to baby sit. The high school used to give training sessions in the past. This is something that the Committee could review.

Cindy Reiter was hired as the Administrative Assistant and Rose James has been hired as the Health and Nutrition Manager.

Robert Tucker-Tribal School:

Enrollment for the school is always an on-going project

The BIA will be coming in to verify the attendance, special education files, gifted and talented files and enrollment records.

The school will be upgrading their security cameras, playground area, and a new convection oven for the kitchen. It was suggested to have the Committee host their meetings at the various school sites to become aware of the specific needs of each individual program.

Most of the students in the gifted and talented program are mostly in academics. The school would like to get the music program back into the school and would give the kids another avenue. There are studies that show that children that practice music used parts of their brain that would otherwise be dormant.

Summer school will be open for everyone. This summer, the school will focus on math and science education.

Mr. Tucker was informed that Dr. Morris - College of Menominee Nation would be an excellent contact person for grant/technical assistance for math and science education.

Dr. Verna Fowler-College of Menominee Nation informed the committee that the commencement ceremony is scheduled for June 2nd at 10 am. The college will have ground blessing ceremonies for the maintenance center, two new classrooms and the library. The committee will be receiving invitations to these events.

The College sponsored a rocket team comprised of our students, UWGB students and a NASA advisor. The rocket was to go up the minimum of 3,500 feet, take a picture of a stipulated target and come back down to earth. Our rocket went up 7,000 feet and the school is still waiting for word on their scoring.

Carol Dodge-East West University informed the committee that the University is working with Northwest University and Tribal School that is focusing on the water system on the Reservation.

Middle school students will take a test at the beginning of summer to show how science and math are utilized on a daily basis to take care of our forest. They will be tested again to see what the students retained.

The University will be donating updated microscopes to the Tribal School.

Higher Education Report – the Tribe has an education endowment fund that students are suppose to be able to apply for additional assistance. The standards are very restrictive and have very stringent rules. The Committee would like to invite Jeremy Weso to the next meeting so that he can explain the criteria and application process on the educational portion of the endowment funds.

9. Other Business:

Virginia Nuske requested that the committee consider a letter that she received from Ms. Cynthia Cruz-Indian Education Coordinator the Appleton, WI area schools. She stated in her letter that there are approximately 26 Menominee Students that she is working with. She would like to develop a Menominee Language program along with reading and cultural enrichment for her students.

Regina Washinawatok will contact Virginia Nuske to work with Ms. Cruz to gather materials from Historic Preservation, Tribal School, Head start and Rose Wayka and forward them to her.

Head Start is putting together a grant that will be brought directly to the Legislature due to the application will need to be submitted on the Friday (after the meeting).

The next meeting will be held at the Tribal School at 4pm and Brenda Tomow, Jeremy Weso along with William Kussel will be invited to present their respective materials.

10. Adjournment:

Motion made by Michael Skenadore/Gary Besaw to adjourn the meeting.

Meeting adjourned at 6:35 p.m.
Respectfully submitted by,

Linda Peters, Recorder
Legislative Staff